

The Multifaceted Face of Faithfulness in Workplace Leadership

By Carrie Dyk

All of the fruit of the Spirit (Gal 5:22-23) have a profoundly positive impact in the workplace, but faithfulness, especially faithfulness as exemplified by the leaders of an organization, has an exceptionally potent draw on employee dedication. For just as God's faithfulness gives us reason to put our trust in Him and be "faith full", so too, a leader's faithfulness to his employees results in their loyalty to the organization.

In order to know what faithfulness is, let us look to the example of a faithful God.

- God faithfully keeps his promises (Heb 10:23). God's words don't just reflect the truth, they *are* truth – He says "Let there be . . ." (Gen 1:3, etc.) and it is. In the same way, leaders should be known to keep their word.
- God "remains faithful; He cannot deny Himself" (II Timothy 2:13); He cannot go against His own character. In other words, because He is God He must act as God would. Likewise leaders need to faithfully carry out the obligations of a leader – goal setting, decision making, equipping others to do their job, etc.
- Because God is faithful, He is consistent. It is said of God that "there is no shadow of turning" in the context of Him being the giver of Good gifts (James 1:7). The relationship between "good gifts" and God's unchanging nature can be either that His immutability is a good gift in and of itself (in that He can be trusted and we don't have to worry that our relationship with Him could ever change) or it could be that He is consistently good. Both are true and so is it for a leader in an organization. You should bless your employees by being consistent – let them know what to expect from you, be fair, don't lose your temper – and especially be consistently a giver of good gifts – praise, meaningful work, empowerment, etc.
- God is the "faithful Creator" (I Pet 4:19); He did not wind the clock and then walk away. We see this exemplified when "God remembered Noah" and made the floodwaters subside so that life could continue on earth (Gen 8:1). So too, an organization's leaders need to follow-through with the programs they begin. They can't leave their staff high and dry (or wet if we continue the analogy), rather they need to be there to help in times of trial.

Our ultimate faithfulness should be to God, but in being faithful to God, we are faithful to those who have been made in His image and whom He loves. In doing so, we become trustworthy and instill a deep-seated devotion to our vocational calling from those to whom we are faithful. Further, godly employees will be faithful to an organization that is faithfully carrying out the work of the Kingdom.

John W. Ritenbaugh's article "The Fruit of the Spirit: Faithfulness" was consulted in the writing of this article. Mr. Ritenbaugh's beliefs do not necessarily reflect those held by BCWI.

